



illumina

# Appendix

# About this Report

Our report has been designed to provide a comprehensive and integrated view of our commitments, progress, and activities related to our corporate social responsibility program and most material environmental, social, and governance (ESG) themes.

## Boundaries and Exclusions

The boundary of this report includes only core Illumina activities.

In 2021, Illumina acquired GRAIL. GRAIL must be held and operated separately and independently from Illumina pursuant to the interim measures ordered by the European Commission, which prohibited the Illumina/GRAIL transaction on 6 September 2022 under the EU Merger Regulation. Data contained in this report does not reflect any GRAIL operations, financial results, or ESG data.

## Reporting Period

January 1, 2022, to December 31, 2022, unless otherwise indicated.

## Baseline Year

2019, unless otherwise indicated.

## Materiality

Based on the [materiality assessment refreshed](#) in 2021.

## Currency References

US Dollars

## Re-statements

We conduct ongoing data review to ensure accuracy and consistency. Any material data changes would be identified.

## Assurance

[Limited assurance](#) has been provided in accordance with ISAE 3000 and ISAE 3410 on the following topics:

- Scope 1, 2, and 3 GHG emissions data
- Water data
- Energy data
- Human capital data

## Signatory Participation

- United Nations Global Compact (UNGC)<sup>2</sup>
- We Mean Business Coalition 1.5<sup>o</sup>
- UN Race to Zero
- CEO Action for Diversity & Inclusion
- UN Women Empowerment Principles
- STEMM Opportunity Alliance
- CEOs for Computer Science

## Reporting Frameworks

- In accordance with the GRI standards
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Sustainable Development Goals
- UN Global Compact
- UN Universal Declaration of Human Rights
- Dow Jones Sustainability Index
- CDP<sup>1</sup>
- Bloomberg Gender Equality Index
- HRC Corporate Equality Index
- ISO 26000 as reference to provide guidance for integration of social responsibility

## Relevant Memberships

- Business for Social Responsibility (BSR)
- World Economic Forum
- Association of Corporate Citizenship Professionals (ACCP)
- Chief Executives for Corporate Purpose (CECP)
- CSR Board.Org
- World 50
- Sustainable Packaging Coalition
- My Green Labs

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## Contact

We welcome your feedback at [csr@illumina.com](mailto:csr@illumina.com)

## Learn More

[Illumina CSR and ESG microsite](#)

[Illumina ESG Reporting Hub](#)

<sup>1</sup>To access Illumina's public facing CDP submission [Learn More](#).

<sup>2</sup>In 2023, the UNGC has updated the Communication on Progress reporting to an online portal. To access Illumina's participant page [Learn More](#).

# Our 2030 Targets

## Our Focus Areas


## Objectives

## 2030 Targets

## UN SDG Target Alignment

### Accelerate Access to Genomics

1. Drive innovation and affordability
2. Catalyze genomic startups to broaden the genomic ecosystem
3. Increase genomic data diversity
4. Democratize genomics
5. Enable catalytic philanthropy
6. Expand reach with payer coverage, genomic literacy, and patient advocacy

-  Enable **\$100 genome**
-  Support **50,000 patients** through philanthropic iHope programming
-  Achieve **2 billion covered lives** by 2026
-  Invest in **200+ genomic startups**
-  Activate Pathogen Genomics Initiative donations enabling our **\$60 million commitments**
-  Reach at least **25,000 medical education learners** annually



**Target 3.d:** Improve early warning systems for global health risks




**Target 17.6:** Knowledge sharing and cooperation for access to science, technology, and innovation

**Target 17.7:** Promote sustainable technologies to developing countries

**Target 17.16:** Enhance the global partnership for sustainable development

### Empower Our Communities

1. Provide meaningful and strategic community investment
2. Engage our people to be agents of social change
3. Drive equitable access to STEM education

-  Reach **5 million STEM learners**
-  Donate **100,000+ volunteer hours**
-  Achieve **50% employee participation** in giving and volunteering












**Target 10.3:** Ensure equal opportunities and end discrimination

**Target 5.b:** Promote empowerment of women through technology

### Integrate Sustainability

1. Drive climate action
2. Operate sustainable facilities
3. Foster a sustainable value chain
4. Develop sustainable products
5. Leverage genomics for a healthier planet

-  Deliver **net zero emissions** (Scope 1,2,3) by 2050
-  **Reduce emissions by 46%** (Scope 1,2)
-  **Reduce emissions by 46%** (Scope 3)
-  Achieve **100% renewable electricity**
-  Reach **90% landfill diversion** at core sites
-  Reach **10% reduction** in water intensity at core sites
-  **Reduce packaging by 75%**
-  Invest **\$20 million** in philanthropic sustainability initiatives
-  Have **100% of strategic suppliers** commit to minimizing their environmental footprint








**Target 12.2:** Sustainable management and use of natural resources

**Target 12.5:** Substantially reduce waste generation

**Target 13.2:** Integrate climate change measures into policy and planning

### Nurture Our People

1. Practice diversity, equity, and inclusion
2. Invest in our people
3. Create a culture of care



-  Increase **gender representation** in global leadership
-  Maintain **zero net pay gap**
-  Increase **minority representation** in executive leadership (US)
-  Increase **representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more** in US workforce and leadership
-  Reduce **recordable injury and illness rate**



**Target 10.3:** Ensure equal opportunities and end discrimination

### Operate Responsibly

1. Practice strong corporate governance
2. Maintain a culture of compliance
3. Act with integrity in all that we do
4. Foster a responsible supply chain
5. Uphold high standards for data security and privacy
6. Participate in proactive public policy

-  Ensure **100% strategic suppliers** committed to reducing their environmental footprint
-  Achieve **20% spend** with diverse suppliers (US)
-  Achieve **top industry ESG ratings**



**Target 9.2:** Promote inclusive and sustainable industrialization

**Target 10.3:** Ensure equal opportunities and end discrimination

**Target 17.16:** Enhance the global partnership for sustainable development

# Recognition 2022



Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA



## Workplace

- Glassdoor Best Place to Work
- BioSpace Best Place to Work
- Refinitiv Top 100 Global D&I Index
- Just Capital Top 100 US Companies Supporting Healthy Communities & Families
- Just Capital Workforce Equity & Mobility
- Wall Street Journal Top 250

## Regional

- SANDAG Green Commute Award San Diego
- AmCham Cares CSR Singapore
- MIT Tech Review 50 Smartest Companies in China
- Water Efficiency Building (WEB) Singapore
- Best Employer Straits Times Singapore
- Workplace Safety Award Singapore

## Leadership

- Most Responsible CEO | Francis deSouza
- Top Chief Human Resources Officer | Aimee Hoyt
- Savoy Most Influential Black Exec | Kathryn Reeves
- Forbes 50 over 50 | Susan Tousi

# Key Performance Indicator Summary

## Introduction

General	2022
Name of organization	Illumina, Inc.
Location of headquarters	San Diego, California, US
Number of global locations	33
Nature of ownership and legal form	Public Corporation
Revenue	\$4.55 billion
Total capitalization (stockholder's equity) market value as of 12/31/2021	\$6.6 billion
5Y CAGR	11%
10Y CAGR	15%
R&D % revenue investment	22%
R&D spend	\$1.1 billion
Building footprint <sup>1</sup>	2,649,068 square feet
Facility additions <sup>2</sup>	7
Facility closures <sup>3</sup>	2

## Expand Access to Genomics

Access to Genomics	2022
Cost per genome <sup>4</sup>	~\$200
iHope™ patients supported in 2021	439
Total iHope™ patients supported since program inception	1,704
Clinical iHope™ network sites	28
Professional healthcare learners	>30,000
Illumina Accelerator companies funded through December 2021	74
NGS coverage outlook: total insured lives	1.2 billion

### Footnotes:

<sup>1</sup>Average square feet during reporting year.

<sup>2</sup>Added lab support facilities in UK, commercial locations in Milan, Dubai, and Israel, and new manufacturing locations in Shanghai and Singapore.

<sup>3</sup>Moved warehouse from Eindhoven to Steenoven and moved Brazil office.

<sup>4</sup>Announced launch in 2022 based on US list price, assuming 120 Gb/genome, compared to NovaSeq™ 6000.

<sup>5</sup>In order to be included in the Causes Database, an organization must meet their country's NGO guidelines. Organizations are then evaluated against 1,200 watch lists and a number of National Taxonomy of Exempt Entities Codes (NTEE) that are also excluded from matching eligibility. Illumina currently blocks charitable organizations that have been found to discriminate against a specific race, religion, ethnicity, sexual orientation, or gender identity.

## Empower Our Communities

Total Giving	2019	2020	2021	2022
Illumina, Inc. + Illumina Corporate Foundation + employee giving	\$1,185,088	\$13,829,496	\$14,966,331	\$18,239,858
Illumina, Inc. + Illumina Corporate Foundation	\$873,088	\$13,255,768	\$14,446,500	\$17,676,194
Number of causes supported <sup>5</sup>	1,021	1,034	1,345	1,747

Illumina, Inc. Giving	2019	2020	2021	2022
In-kind product donations + cash grants	\$560,088	\$7,146,450	\$9,409,966	\$12,379,381

Illumina Corporate Foundation Giving	2019	2020	2021	2022
Employee giving	\$312,000	\$573,728	\$519,831	\$563,664
Employee participation (giving)	19%	20%	26%	28%
Foundation match & volunteer rewards (Dollars for Doers)	\$208,000	\$721,111	\$546,884	\$606,597
Charitable grants	\$105,000	\$5,388,207	\$4,489,650	\$4,887,885
Total Foundation giving (not including employees)	\$313,000	\$6,109,318	\$5,036,534	\$5,860,477

Volunteer Hours	2019	2020	2021	2022
Employee hours	13,980	4,236	8,772	20,142
Employee volunteering	29%	5%	10%	39%
Intern hours	140	1,237	800	520

Employee Participation	2019	2020	2021	2022
Total employee participation (giving + volunteering)	40%	24%	31%	50%

Summary of International Giving (Outside US)	2019	2020	2021	2022
Illumina, Inc.	NA	\$2,894,129	\$7,044,842	\$5,994,599
Illumina Corporate Foundation	NA	\$635,126	\$1,089,892	\$1,980,646
Number of countries	24	29	44	46

STEM	2019	2020	2021	2022
Number of teachers and students engaged in Illumina STEM programs	306,170	195,000	315,000	396,865

## Key Performance Indicators

### Integrate Sustainability

Energy Consumption (Units: Gigajoules)	2019	2020*	2021*	2022*
Total fuel consumption from non-renewable sources	247,576	390,564	403,211	375,516
Total fuel consumption from renewable sources	0	0	0	0
Generation from renewable sources consumed by the organization	1,566	3,333	2,417	2,966
Total energy consumption from non-renewable sources	503,658	561,258	581,067	228,712 <sup>1</sup>
Total energy consumption from renewable sources	1,566	3,333	9,077	375,516
Total energy consumption	505,224	564,591	590,144	604,228

Energy Consumption by Activity and Region (Units: Gigajoules)	2019	2020*	2021*	2022*
Total electricity (purchased + generated)	257,648	174,028	187,297	231,678
Purchased electricity	256,082	170,694	184,882	228,711.6
Generated electricity (on-site solar)	1,566	3,333	2,417	2,966.4
Total fuel	247,576	390,564	403,211	375,516
Natural gas	247,576	390,564	403,211	375,516
Total steam	0	0	0	0
Electricity, heating, cooling, steam sold	0	0	0	0
Total energy consumption AMR region	380,106	445,190	469,104	473,893
Total energy consumption EMEA region	47,779	35,072	36,358	36,308
Total energy consumption APAC region	75,752	80,996	84,681	94,026

Renewable Electricity Consumption	2019	2020	2021*	2022*
Percentage of global electricity consumption that is renewable	0.6%	2%	59%	100%
On-site solar generation	0.6%	2%	1%	1%
Renewable electricity purchased	0%	0%	3%	37%
Covered by Renewable Energy Credits	0%	0%	55%	62%

#### Footnotes:

<sup>1</sup>Renewable energy credits purchased for all non-renewable electric consumption.

#### General Notes:

\* Denotes data has been assured.

- Boundary definition for energy and Scope 1 & 2 emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities.
- Boundary definition sites represent our jurisdictional control plus material locations accounting for 96% of our total 2019 baseline footprint.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is utilized as the methodology to calculate Scope 1 and Scope 2 emissions.
- Some segments may not add up to total due to rounding.

Emissions (Units: Metric Tons CO <sub>2</sub> e)	2019	2020*	2021*	2022*
Total Scope 1 & 2 (market-based) GHG emissions	34,404	36,573	26,265	18,902
Total Scope 1 & 2 (location-based) GHG emissions	34,404	36,573	36,914	39,924
Gross direct GHG emissions (Scope 1)	12,489	19,701	20,296	18,902
Gross market-based energy indirect GHG emissions (Scope 2)	21,915	16,872	5,968	0
Gross location-based energy indirect GHG emissions (Scope 2)	21,915	16,872	16,618	21,022

Regional Emissions Market-Based (Units: Metric Tons CO <sub>2</sub> e)	2019	2020*	2021*	2022*
Scope 1 & 2 AMR region	22,903	25,207	25,060	18,159
Scope 1 & 2 EMEA region	3,014	2,253	864	743
Scope 1 & 2 APAC region	8,488	9,113	341	743

Country-Specific Scope 1 Emissions (Units: Metric Tons CO <sub>2</sub> e)	2019	2020*	2021*	2022*
China	0	0	0	0
Netherlands	73	73	74	55
Singapore	0	0	0	0
United Kingdom of Great Britain and Northern Ireland	1,132	801	768	688
United States of America	11,284	18,827	19,454	18,159

Country-Specific Scope 2 Market-Based Emissions (Units: Metric Tons CO <sub>2</sub> e)	2019	2020*	2021*	2022*
China	388	518	0	0
Netherlands	384	368	8	0
Singapore	8,099	8,595	341	0
United Kingdom of Great Britain and Northern Ireland	1,425	1,011	14	0
United States of America	11,619	6,380	5,605	0

## Key Performance Indicators

### Integrate Sustainability continued

Facility-Specific Emissions <sup>1,2</sup> (Units: Metric Tons CO <sub>2</sub> e)	Scope 1		Scope 2 Market-Based		Scope 2 Location-Based	
	2021*	2022*	2021*	2022*	2021*	2022*
	Cambridge, United Kingdom	749	681	0	0	903
Eindhoven, Netherlands	72	0 <sup>4</sup>	0	0 <sup>4</sup>	203	0 <sup>4</sup>
Foster City, California	1,359	1,506	1,403		1,403	1,906
Hayward, California	634	624	592	0	592	673
Madison, Wisconsin	1,458	1,554	2,138	0	2,138	2,695
Northcoast, Singapore	N/A	0 <sup>5</sup>	N/A	0 <sup>5</sup>	0 <sup>5</sup>	247
San Diego Headquarters, California	15,248	13,910	1,291	0	1,580	3,443
San Diego i3, California	756	564	134	0	200	325
San Diego Warehouse, California	0	0	47	0	74	96
Shanghai, China	0	0	0	0	358	220
Steenoven, Netherlands	2	55	8	0	218	541
Watson, United Kingdom	19	7	14	0	23	26
Woodlands, Singapore	0	0	341	0	8,927	9,556

Greenhouse Gas Breakdown (Units: Metric Tons CO <sub>2</sub> e)	2019	2020*	2021*	2022*
CO <sub>2</sub> Scope 1	12,475	19,681	19,884	18,518
CH <sub>4</sub> Scope1	7	10	375	349
N <sub>2</sub> O Scope 1	6	10	37	35

Emission Intensity Ratios (Scope 1 & 2)	2019	2020*	2021*	2022*
GHG emission intensity per million dollars revenue	9.8	11.4	5.8	4.2
GHG emission intensity kgCO <sub>2</sub> e/square feet	13.8	15.1	10.4	7.5
GHG emission intensity per employee	4.4	4.7	2.9	1.8

Emission Intensity Ratio (Scope 3)	2019	2020*	2021*	2022*
GHG emission intensity per million dollars revenue	72.6	71.3	66.1	78.8

#### Footnotes:

- <sup>1</sup>Facilities included in Scope 1 & 2 GHG Scope Boundary.  
<sup>2</sup>Energy emission factor for fuel based on 2018 Climate Registry Default Emission Factors. Metric tons CO<sub>2</sub>e; GWP Reference: IPCC Fifth Assessment Report (AR5 – 100 year).  
<sup>3</sup>Scope 3 material categories included in SBTi emission reduction and net zero targets.  
<sup>4</sup>Eindhoven, Netherlands DC closed and moved to Steenoven, Netherlands.  
<sup>5</sup>Northcoast, Singapore new facility opened in 2022.

#### General Notes:

- \* Denotes data has been assured.  
 • Boundary definition for energy and greenhouse gas emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total 2019 estimated baseline footprint.  
 • Refrigerant-specific data is not included.  
 • Some segments may not add up to total due to rounding.  
 • The Greenhouse Gas Protocol: A Corporate Value Chain (Scope 3) Accounting and Reporting Standard is utilized as the methodology to collect activity data and calculate Scope 3 emissions.

Scope 3 Emissions (Units: Metric Tons CO <sub>2</sub> e)	2019	2020	2021*	2022*
Purchased Goods and Services (Category 1) <sup>3</sup>	72,915	100,351	138,563	131,929
Capital Goods (Category 2) <sup>3</sup>	39,940	44,057	79,530	83,071
Fuel- and Energy-Related Activities (Category 3)	6,956	5,785	9,048	8,590
Upstream Transportation & Distribution (Category 4) <sup>3</sup>	46,327	48,256	68,934	85,993
Waste Generated in Operations (Category 5)	236	617	1,055	1,275
Business Travel (Category 6) <sup>3</sup>	19,350	8,913	3,959	20,040
Employee Commuting (Category 7) <sup>3</sup>	18,012	7,567	7,616	15,027
Upstream Leased Assets (Category 8)	1,480	733	547	830
Downstream Transportation & Distribution (Category 9)		Assessed, not relevant		
Processing of Sold Products (Category 10)		Assessed, not relevant		
Use of Sold Products (Category 11)	6,968	4,850	9,221	11,865
End-of-Life Treatment of Sold Products (Category 12)	2,368	2,245	5,230	31
Downstream Leased Assets (Category 13)		Assessed, not relevant		
Franchises (Category 14)		Assessed, not relevant		
Investments (Category 15) <sup>3</sup>	23,559	19,038	0	0
<b>Total Scope 3 Emissions</b>	<b>238,110</b>	<b>242,411</b>	<b>323,702</b>	<b>358,651</b>

Scope 3 Emissions: % of Total Scope 3 Emissions	2019	2020	2021*	2022*
Purchased Goods and Services (Category 1) <sup>3</sup>	31%	41%	43%	37%
Capital Goods (Category 2) <sup>3</sup>	17%	18%	25%	23%
Fuel- and Energy-Related Activities (Category 3)	3%	2%	3%	2%
Upstream Transportation & Distribution (Category 4) <sup>3</sup>	19%	20%	21%	24%
Waste Generated in Operations (Category 5)	0.1%	0.3%	0.3%	0%
Business Travel (Category 6) <sup>3</sup>	8%	4%	1%	6%
Employee Commuting (Category 7) <sup>3</sup>	8%	3%	2%	4%
Upstream Leased Assets (Category 8)	0.6%	0.3%	0.2%	0%
Use of Sold Products (Category 11)	3%	2%	3%	3%
End-of-Life Treatment of Sold Products (Category 12)	1%	0.9%	2%	0%
Investments (Category 15) <sup>3</sup>	10%	8%	0%	0%

## Key Performance Indicators

### Integrate Sustainability continued

Water (Units: Megaliters)	2019	2020	2021*	2022*
Interactions with water: total water withdrawal (potable + recycled)	225	294	268	256
Water withdrawal (potable)	147	208	195	213
Water withdrawal (recycled)	78	86	74	43
Percentage of total water withdrawal in water stressed regions <sup>1</sup>	63%	62%	70%	66%
Water intensity (kiloliters by rentable square feet for core locations) <sup>2</sup>	0.10	0.12	0.11	0.10
% water consumption in AMR	97%	97%	97%	92%
% water consumption in EMEA	2%	1%	1%	2%
% water consumption in APAC	1%	2%	2%	6%

Total Waste (Units: Metric Tons)	2019	2020	2021	2022*
Total (hazardous + non-hazardous)	4,934	4,979	5,975	7,503
Global average non-hazardous diversion from landfill	51%	49%	49%	64%

Regional Waste Data AMR (Units: Metric Tons)	2019	2020	2021	2022*
Non-hazardous waste total	2,619	2,869	3,326	4,802
Hazardous waste total	902	699	605	594
Madison Site % diversion <sup>3</sup>	39%	43%	43%	43%
Foster City % diversion <sup>3</sup>	54%	48%	49%	66%
Hayward % diversion <sup>3</sup>	32%	22%	22%	70%
San Diego % diversion <sup>3</sup>	33%	36%	31%	42%

Regional Waste Data EMEA (Units: Metric Tons)	2019	2020	2021	2022*
Non-hazardous waste total	451	397	590	569
Hazardous waste total	67	35	55	79
Cambridge, UK % diversion <sup>3</sup>	100%	100%	100%	100%
Netherlands % diversion <sup>3</sup>	100%	100%	100%	100%

Regional Waste Data APAC (Units: Metric Tons)	2019	2020	2021	2022*
Non-hazardous waste total	424	437	504	750
Hazardous waste total	471	542	894	710
Singapore % diversion <sup>3</sup>	100%	100%	100%	100%

#### Footnotes:

<sup>1</sup>Water stressed regions listed on [page 44](#).

<sup>2</sup>Core locations: San Diego HQ, i3 and Warehouse, Hayward, Foster City, Madison, Netherlands, Cambridge, and Singapore.

<sup>3</sup>% Diversion calculated using non-hazardous waste and % diverted from landfill.

Effluent & Waste by Type and Disposal Method (Units: Metric Tons)	2019	2020	2021	2022*
<b>Non-Hazardous Waste</b>				
Non-hazardous waste total	3,494	3,703	4,421	6,119
Reuse	0	0	0	0
Recycling	887	872	937	3,338
Composting	149	203	259	267
Recovery (including energy recovery)	760	729	977	366
Incineration	0	0	0	0
Deep well injection	0	0	0	0
Landfill	1,698	1,899	2,247	2,224
On-site storage	0	0	0	0
Other	0	0	0	0

<b>Hazardous Waste</b>				
Hazardous waste total	1,440	1,276	1,552	1,075
Reuse	0	0	0	0
Recycling	413	489	332	65
Composting	0	0	0	0
Recovery (including energy recovery)	850	707	1,169	943
Incineration	62	34	41	47
Deep well injection	0	0	0	0
Landfill	37	20	6	8
On-site storage	0	0	0	0
Other	77	26	4	12

#### General Notes:

\* Denotes data has been assured. (Units: Metric Tons CO2e).



## Key Performance Indicators

### Nurture Our People

Workforce Data	2019	2020	2021*	2022*
Total employees	7,802	7,828	9,191	10,257
Full-time employees	7,749	7,782	9,137	10,195
Part-time employees	53	46	54	62
Contingent workers	1,247	1,459	1,647	1,578

Age Group	2019	2020	2021*	2022*
Employees under 30	1,527 20%	1,363 17%	1,820 20%	1,963 19%
Employees 30–50	5,090 65%	5,235 67%	5,992 65%	6,748 66%
Employees over 50	1,185 15%	1,230 16%	1,379 15%	1,546 15%

AMR	2019	2020	2021*	2022*
Total employees	4,973	4,937	5,668	6,342
Full-time employees	4,954	4,918	5,650	6,324
Part-time employees	19	19	18	18
Contingent workers	971	1,182	884	726

APAC	2019	2020	2021*	2022*
Total employees	1,883	1,871	2,238	2,456
Full-time employees	1,882	1,871	2,238	2,456
Part-time employees	1	0	0	0
Contingent workers	164	146	588	726

EMEA	2019	2020	2021*	2022*
Total employees	946	1,020	1,285	1,459
Full-time employees	913	993	1,249	1,415
Part-time employees	33	27	36	44
Contingent workers	112	131	175	186

**Footnotes:**  
<sup>1</sup>Percentage of all part-time employees.  
<sup>2</sup>Leadership: Manager, equivalent, and above.  
<sup>3</sup>Executive leadership: Director and above.

**General Notes:**  
 \* Denotes data has been assured.  
 • For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.  
 • Some segments may not add up to total due to rounding.

Gender Data	2019	2020	2021*	2022*
<b>Workforce</b>				
Total women	3,334 43%	3,342 43%	4,076 45%	4,596 45%
Full-time women	3,293 43%	3,305 43%	4,036 45%	4,543 45%
Part-time women <sup>1</sup>	41 79%	37 80%	40 76%	53 86%
Temporary women	N/A N/A	N/A N/A	N/A N/A	N/A N/A
<b>Leadership</b>				
Women in leadership <sup>2</sup>	571 39%	610 40%	746 42%	898 41%
Women in executive leadership <sup>3</sup>	112 33%	136 36%	174 38%	217 38%
Women on Board of Directors	3 33%	3 30%	3 33%	3 33%
<b>Total Women by Region</b>				
AMR	2,071	2,067	2,474	2,813
APAC	847	826	1,037	1,124
EMEA	416	449	565	659
<b>Women in Leadership by Region</b>				
AMR	404	421	506	613
APAC	95	104	135	153
EMEA	72	85	105	132
<b>Functional Group</b>				
Women in revenue-generating roles	41%	36%	48%	48%
Women in revenue-generating roles—management	35%	36%	42%	42%
Women in STEM-related roles (% of total STEM roles)	37%	37%	39%	39%
Women in IT roles	24%	23%	24%	24%
Women in engineering roles	37%	36%	29%	29%

## Key Performance Indicators

[Learn More: Federal Employer Information EEO-1 Report](#)

### Nurture Our People continued

Percentage Female of Each EEOC Category (US)	2019	2020	2021*	2022*
White/Caucasian	41%	41%	43%	44%
Native Hawaiian or Other Pacific Islander	31%	27%	33%	31%
American Indian or Native Alaskan	50%	45%	50%	50%
Asian	44%	44%	45%	46%
Hispanic or Latino	39%	40%	44%	43%
Black or African American	37%	41%	45%	46%
2 or More	45%	46%	51%	51%
Choose not to self disclose	40%	40%	41%	37%

Percentage Male of Each EEOC Category (US)	2019	2020	2021*	2022*
White/Caucasian	59%	59%	57%	56%
Native Hawaiian or Other Pacific Islander	69%	73%	67%	69%
American Indian or Native Alaskan	50%	55%	50%	50%
Asian	56%	56%	55%	54%
Hispanic or Latino	61%	60%	56%	57%
Black or African American	63%	60%	55%	54%
2 or More	55%	54%	49%	49%
Choose not to self disclose	60%	60%	59%	63%

Percentage Gender by Level 2022*	Male 2022*	Female 2022*	Undisclosed 2022*
Support to Entry Professional	51%	49%	1%
Intermediate to Senior Professional	55%	44%	1%
Supervisor to Assoc Director	56%	44%	1%
Director and Senior Director	59%	41%	1%
VP	63%	37%	0%
SVP / C suite	64%	36%	0%
Board of Directors	67%	33%	0%

#### Footnotes:

\*Minority defined as any EEOC category that is non-white/non-Caucasian. Does not include those who choose not to specify a race/ethnicity.

<sup>2</sup>Leadership: Manager, equivalent, and above.

<sup>3</sup>Executive leadership: Director and above.

#### General Notes:

\* Denotes data has been assured.

• Some segments may not add up to total due to rounding.

EEOC Minority Summary (US)	2019	2020	2021*	2022*
Total employees identifying in minority race and ethnicity statistics <sup>1</sup>	2,429	2,422	2,830	3,213
Minority of total employees <sup>1</sup>	49%	49%	50%	52%
Non-Minority of total employees <sup>1</sup>	46%	46%	45%	44%
Decline to state of total employees	5%	5%	5%	4%
Representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in workforce	17%	17%	17%	18%
Representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in leadership <sup>2</sup>	10%	11%	12%	13%
Minority representation in executive leadership <sup>3</sup>	21%	23%	27%	30%

EEOC Minority by Category (US)	2019	2020	2021*	2022*
White/Caucasian	2,284	2,253	2,514	2,756
	46%	46%	45%	44%
Native Hawaiian or Other Pacific Islander	62	56	67	64
	1%	1%	1%	1%
American Indian or Native Alaskan	10	11	13	15
	<1%	<1%	<1%	0%
Asian	1,601	1,601	1,863	2,097
	32%	33%	33%	34%
Hispanic or Latino	447	435	510	588
	9%	9%	9%	9%
Black or African American	121	121	130	146
	2%	2%	2%	2%
2 or More	188	198	248	303
	4%	4%	4%	5%
Choose not to self disclose	240	238	294	241
	5%	5%	5%	4%
Veteran	143	141	145	157
	3%	3%	3%	3%
Disabled	248	235	230	223
	5%	5%	4%	4%

## Key Performance Indicators

**Learn More:** [Federal Employer Information EEO-1 Report](#)

### Nurture Our People continued

EEOC Data by Level (US)	2019	2020	2021*	2022*
<b>Support to Entry Professional</b>				
White/Caucasian	261	226	264	255
	24%	23%	23%	23%
Native Hawaiian or Other Pacific Islander	29	31	34	29
	3%	3%	3%	3%
American Indian or Native Alaskan	3	2	3	4
	<1%	<1%	<1%	<1%
Asian	489	452	514	485
	45%	45%	45%	44%
Hispanic or Latino	173	160	185	191
	16%	16%	16%	17%
Black or African American	48	38	38	36
	4%	4%	3%	3%
2 or More	57	56	65	83
	5%	6%	6%	7%
Choose not to self disclose	38	34	35	26
	3%	3%	3%	2%

EEOC Data by Level (US)	2019	2020	2021*	2022*
<b>Intermediate to Senior Professional</b>				
White/Caucasian	1,403	1,389	1,555	1,721
	50%	48%	48%	46%
Native Hawaiian or Other Pacific Islander	22	16	21	22
	1%	1%	1%	1%
American Indian or Native Alaskan	4	6	7	9
	<1%	<1%	<1%	<1%
Asian	895	938	1,078	1,292
	32%	33%	33%	34%
Hispanic or Latino	199	201	243	300
	7%	7%	7%	8%
Black or African American	51	56	63	75
	2%	2%	2%	2%
2 or More	105	115	150	181
	4%	4%	5%	5%
Choose not to self disclose	143	146	191	147
	5%	5%	6%	4%

EEOC Data by Level (US)	2019	2020	2021*	2022*
<b>Manager to Associate Director</b>				
White/Caucasian	413	421	452	508
	54%	56%	55%	54%
Native Hawaiian or Other Pacific Islander	11	9	11	12
	1%	1%	1%	1%
American Indian or Native Alaskan	2	2	1	0
	<1%	<1%	<1%	0%
Asian	182	174	214	243
	24%	23%	26%	26%
Hispanic or Latino	65	61	70	82
	9%	8%	8%	9%
Black or African American	17	21	22	26
	2%	3%	3%	3%
2 or More	22	21	23	28
	3%	3%	3%	3%
Choose not to self disclose	46	48	51	49
	6%	6%	6%	5%

EEOC Data by Level (US)	2019	2020	2021*	2022*
<b>Director and Above</b>				
White/Caucasian	207	217	243	272
	75%	75%	70%	67%
Native Hawaiian or Other Pacific Islander	0	0	1	1
	0%	0%	<1%	<1%
American Indian or Native Alaskan	1	1	2	2
	<1%	<1%	1%	<1%
Asian	35	37	57	77
	13%	13%	16%	19%
Hispanic or Latino	10	13	12	15
	4%	4%	3%	4%
Black or African American	5	6	7	9
	2%	2%	2%	2%
2 or More	4	6	10	11
	1%	2%	3%	3%
Choose not to self disclose	13	10	17	19
	5%	3%	5%	5%

**General Notes:** \* Denotes data has been assured. • Some segments may not add up to total due to rounding.

## Key Performance Indicators

### Nurture Our People continued

New Hire Data	2019	2020	2021*	2022*
<b>New Hire by Age Group<sup>1</sup></b>				
Employees under 30	458	380	990	860
	30%	28%	54%	44%
Employees 30–50	716	586	1,358	1,320
	14%	11%	23%	20%
Employees over 50	89	88	156	140
	8%	7%	11%	9%
<b>New Hire by Gender<sup>2</sup></b>				
New female employee hires	566	490	1,185	1,049
	17%	15%	29%	23%
New male employee hires	684	560	1,262	1,240
	15%	12%	25%	22%
<b>New Hire by Region</b>				
AMR new employee hires	707	629	1,479	1,315
	14%	13%	26%	21%
APAC new employee hires	376	249	621	621
	20%	13%	28%	25%
EMEA new employee hires	180	176	404	384
	19%	17%	31%	26%
<b>Percentage New Hire per EEOC (US)</b>				
White/Caucasian	44%	47%	40%	39%
Native Hawaiian or Other Pacific Islander	1%	<1%	1%	1%
American Indian or Native Alaskan	<1%	<1%	<1%	<1%
Asian	32%	33%	34%	35%
Hispanic or Latino	10%	7%	10%	11%
Black or African American	2%	4%	2%	3%
2 or More	7%	6%	7%	6%
Choose not to self disclose	5%	3%	6%	4%

**Footnotes:**

<sup>1</sup>Percentage data for new hire by age represents the percentage of the total age group headcount for the reporting year.

<sup>2</sup>Represents percentage of new hires out of all female employees.

Promotion Data	2019	2020	2021*	2022*
Total number of employees promoted	1,502	1,568	2,583	2,436

Promotion Rate by EEOC (US)	2019	2020	2021*	2022*
White/Caucasian	22%	20%	34%	26%
Native Hawaiian or Other Pacific Islander	19%	10%	34%	24%
American Indian or Native Alaskan	0%	29%	33%	21%
Asian	23%	20%	37%	25%
Hispanic or Latino	19%	19%	34%	17%
Black or African American	14%	15%	33%	25%
2 or More	20%	18%	37%	38%
Choose not to self disclose	21%	22%	35%	21%

Veteran Data (US)	2019	2020	2021*	2022*
Number of US employees, regardless of whether they have any military connection	4,908	4,866	5,561	6,210
Number of employees as defined by the federal government as meeting the criteria for protected veteran status	87	87	90	92
Number of veteran and active duty employees, regardless of protected status	143	141	145	157
Number of disabled veteran employees	2	2	3	3
Number of women veteran employees	24	20	26	27
Number of minority veteran employees—minority veterans include, but are not limited to, people of color, women, LGBTQIA+, and (non) religious minorities	67	68	75	80
Percentage of Veterans (US)	3%	3%	3%	3%

Other Identities Self Reported (US)	2019	2020	2021*	2022*
LGBTQ (US)	1%	1%	2%	3%
Disabilities (US)	3%	5%	4%	4%

**General Notes:**

\* Denotes data has been assured.

- For all gender statistics, percentage of women is based on number of employees who identify as male or female, not total number of Illumina employees.
- Some segments may not add up to total due to rounding.

## Key Performance Indicators

### Nurture Our People continued

Employee Turnover Data	2019	2020	2021*	2022*
<b>Total Turnover</b>				
Total number of employee turnover	856	1,028	1,154	1,246
Rate of employee turnover	11%	14%	14%	13%
Total number of voluntary turnover	644	714	1,048	1,050
Rate of voluntary turnover	9%	9%	12%	11%
<b>Turnover by Age</b>				
Employees under 30	229	224	246	308
	15%	16%	15%	16%
Employees 30–50	489	638	749	787
	10%	12%	13%	12%
Employees over 50	138	166	159	151
	12%	14%	12%	10%
Voluntary employee turnover under 30	195	182	233	279
	13%	13%	15%	15%
Voluntary employee turnover 30–50	366	456	686	654
	7%	9%	12%	10%
Voluntary employee turnover over 50	82	76	129	117
	7%	6%	10%	8%
<b>Turnover by Level</b>				
Voluntary turnover support to entry professional	11%	11%	14%	16%
Involuntary turnover support to entry professional	3%	5%	1%	2%
Voluntary turnover intermediate to senior professional	8%	8%	12%	9%
Involuntary turnover intermediate to senior professional	2%	4%	1%	2%
Voluntary turnover manager to associate director	6%	8%	11%	10%
Involuntary turnover manager to associate director	4%	4%	2%	1%
Voluntary turnover director and above	6%	13%	17%	9%
Involuntary turnover director and above	4%	4%	3%	2%

Employee Turnover Data	2019	2020	2021*	2022*
<b>Total Turnover by Region</b>				
AMR	530	666	763	646
	11%	13%	14%	11%
APAC	223	261	251	405
	12%	14%	12%	17%
EMEA	103	101	140	195
	11%	10%	12%	14%
<b>Voluntary Turnover by Region</b>				
AMR	384	442	701	586
	8%	9%	13%	10%
APAC	188	207	224	315
	10%	11%	11%	13%
EMEA	72	65	123	149
	8%	7%	11%	11%
<b>Voluntary Turnover Percentage by EEOC (US)</b>				
White/Caucasian	8%	10%	13%	9%
Native Hawaiian or Other Pacific Islander	11%	10%	5%	17%
American Indian or Native Alaskan	0%	0%	25%	7%
Asian	7%	8%	13%	11%
Hispanic or Latino	8%	7%	14%	10%
Black or African American	11%	12%	16%	12%
2 or More	6%	11%	21%	9%
Choose not to self disclose	6%	8%	13%	13%

**General Notes:**

\* Denotes data has been assured.

• Some segments may not add up to total due to rounding.

## Key Performance Indicators

### Nurture Our People continued

Parental Leave	2019	2020	2021	2022
Total number of employees who were entitled to parental leave	4,714	4,900	5,302	5,916
Total number of employees who took parental leave, by gender	Female 116 Male 65	Female 181 Male 121 Blank 1	Female 173 Male 89	Female 236 Male 128 Blank 1
Total number of employees who returned to work in the reporting period after parental leave ended, by gender	Female 116 Male 65	Female 191 Male 138 Blank 1	Female 166 Male 123	Female 226 Male 121 Blank 1
Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Female 100 Male 54	Female 177 Male 123 Blank 1	Female 150 Male 107	Female 192 Male 102 Blank 1
Return to work and retention rates of employees who took parental leave, by gender	<b>Return to Work:</b> Female 100% Male 98%	<b>Return to Work:</b> Female 100% Male 98%	<b>Return to Work:</b> Female 98% Male 99%	<b>Return to Work:</b> Female 97% Male 100%
	<b>Retention:</b> Female 86% Male 83%	<b>Retention:</b> Female 86% Male 83%	<b>Retention:</b> Female 93% Male 89%	<b>Retention:</b> Female 85% Male 84%

Benefit Plan and Other Retirement	2019	2020	2021	2022
Percentage of salary contributed by employee or employer	US 401(k): Employee elected between 0–80%, Illumina matching contribution of 50% up to the first 6% employee election (3% of eligible salary)			
Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact	US 401(k): 97% employee voluntary participation		US 401(k): 98% employee voluntary participation	

Employee Bonus and Stock Program	2019	2020	2021	2022
Employees eligible for annual VCP bonus	All employees			
Employees eligible to participate in employee stock purchase plan	All employees			

#### Footnotes:

<sup>1</sup> Following the birth of a child or placement of a child for adoption or foster care, we provide 100% pay continuity to eligible US-based employees for up to six weeks to help ensure peace of mind during this essential time. In some cases, a mother could receive up to 28 weeks of pay continuity depending on the combination of leaves associated with childbirth. Our parental leave policies in the other locations where we operate either meet or exceed local legal entitlements.

<sup>2</sup> Employee survey participation rates in 2019 are calculated using an average of two surveys per year (Q2 and Q4 of each year). For 2020, the participation rate is based on an average of three quarterly surveys (Q2–Q4). For 2021, the participation rate is based on an average of four quarterly surveys (Q1–Q4). For 2022, one survey was completed.

#### General Notes:

- For all training hour metrics, the values include only regular Illumina employees, not contingent workers.

Performance & Career Development Review	2019	2020	2021	2022
Percentage of employees receiving regular performance and career development reviews (includes all administrative, production, technical, middle management, and senior management)	100%	100%	100%	100%

Employee Survey <sup>2</sup>	2019	2020	2021	2022
Participation rate for employee iPulse survey	89%	79%	80%	86%

Average Compensation Ratio—Women to Men	2019	2020	2021	2022
Across all employee categories	100%	100%	100%	99%
Support to entry professional	102%	102%	101%	100%
Intermediate to senior professional	100%	100%	99%	99%
Supervisor to associate director	98%	99%	100%	99%
Director and above	101%	98%	99%	98%

Annual Compensation Ratio	2019	2020	2021	2022
Ratio of annual total compensation for the organization's highest-paid individual in each region to the median annual total compensation for all employees	Refer to <a href="#">Proxy Filing</a>	Refer to <a href="#">Proxy Filing</a>	Refer to <a href="#">Proxy Filing</a>	Refer to <a href="#">Proxy Filing</a>

Training	2019	2020	2021	2022
Average hours of training per employee per year	60	64	64	62
Hours of training by gender: Male	60	66	66	63
Hours of training by gender: Female	61	61	63	60
Hours of training by employee category: Individual Contributor	64	68	68	66
Hours of training by employee category: Middle Management	71	76	76	70
Hours of training by employee category: Senior Management	38	38	44	39
Hours of training by employee category: Executive Leadership	22	24	30	26
Hours of training by functional category: Commercial Operations	50	46	52	51
Hours of training by functional category: General Operations	23	25	27	25
Hours of training by functional category: Manufacturing	91	104	98	96
Hours of training by functional category: Research & Development	53	57	62	58
Total number of hours devoted to training on human rights	1,737	5,578	3,333	4,726
Applicable employees certified to Code of Conduct	99%	98%	97%	97%

## Key Performance Indicators

### Nurture Our People continued

Health & Safety	2019	2020	2021	2022
Global recordable injury or illness incident rate (incident per 100 employees)	0.52	0.34	0.54	0.23
Lost time incident rate	0.74	0.18	0.23	0.12
Days Away Restricted Time (DART)	0.34	0.18	0.43	0.17
Environment, Health & Safety notices of violations	0	0	0	0
Environmental fines	0	0	0	0
Prevention reporting statistics	3,611	3,018	1,452	2,054

Employee Safety	2019	2020	2021	2022
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	49	29	51	23
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.62	0.39	0.16	0.24
The number of recordable work-related injuries and illnesses	49	29	51	23
The rate of recordable work-related injuries and illnesses	0.62	0.39	0.16	0.24
The main types of work-related injury and illness	Ergonomics, strains, contusions, and sprains	Ergonomics, strains, contusions, and sprains	Ergonomics and strains	Ergonomics, strains, contusions, and sprains
The number of hours worked	15,647,395	15,344,520	15,946,780	19,462,592

Safety Workers Who Are Not Employees but Whose Work and/or Workplace is Controlled by the Organization	2019	2020	2021	2022
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	0	3	2	3
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0	0.07	0.13	0.18
The number of recordable work-related injuries and illnesses	0	3	2	3
The rate of recordable work-related injuries and illnesses	0	0.07	0.13	0.18
The main types of work-related injury and illness	Ergonomics, Strains, Contusions, and Sprains	Ergonomics, Strains, Contusions, and Sprains	Fractures and strains	Ergonomics, strains, contusions, and sprains
The number of hours worked	2,741,396	2,798,888	2,986,473	3,296,423

Environmental, Health & Safety Training	2019	2020	2021	2022
Total hours of EHS training	26,758	30,054	43,066	45,022
Average hours per employee	3.7	3.4	4.1	4

#### General Notes:

- Recordable injury & illness rate calculated using total hours worked from employees + contingent workers.
- Contingent workers: workers who are not employees but whose work and/or workplace is controlled by the organization.
- Lost time incident rate calculated using total hours worked from employees—contingent workers.
- High-consequence work-related injuries are defined as all recordable injuries.
- Rates have been calculated based on 200,000 hours worked.
- DART: Days Away, Restricted, Or Transferred.
- Ergonomic injuries include repetitive stress injuries.

## Key Performance Indicators

### Operate Responsibly

Governance	2019	2020	2021	2022
Non-compliance with environmental laws and regulations; Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	0	0	0
# of FDA recalls	0	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0
Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0	0	0	0
Antitrust Cases	2	0	See notes	See notes
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	0	0	0
Total employees covered by collective bargaining agreements	0	0	0	0
Incidents of discrimination and corrective actions taken	See note 3	See note 3	See note 3	See note 3
Transparency Reporting Law Enforcement & National Security Requests	N/A	<a href="#">2020 Privacy Transparency Report</a>	<a href="#">2021 Privacy Transparency Report</a>	<a href="#">2022 Privacy Transparency Report</a>
Security personnel are trained in organization's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	N/A	N/A	Yes
The organization is unaware of any operations in which there is a significant risk for incidents of child labor.	N/A	N/A	N/A	Confirmed
The organization is unaware in which there is a significant risk for incidents of forced or compulsory labor.	N/A	N/A	N/A	Confirmed

- On January 11, 2021, Complete Genomics, Inc., BGI Americas Corp., and MGI Americas, Inc. (collectively BGI) filed a complaint in the US District Court for the Northern District of California alleging that Illumina violated federal antitrust and state unfair competition laws, based on a patent infringement suit Illumina filed against BGI in the same court. Illumina denies the allegations, which are without merit. In July 2022, Illumina and BGI settled all US litigation, and the case was dismissed.
- On March 30, 2021, the United States Federal Trade Commission (FTC) filed an administrative complaint alleging that Illumina's acquisition of GRAIL, Inc. violates federal antitrust law. Following a full trial on the merits, in September 2022 the FTC's Chief Administrative Law Judge's (ALJ) rejected the FTC's complaint and found in favor of Illumina. On April 3, 2023, the FTC overturned the ALJ's rejection of the FTC complaint, and the FTC issued an opinion and order requiring Illumina to divest GRAIL. Illumina has filed a petition for expedited review with a US Court of Appeals, and the FTC's order to unwind the acquisition will be automatically stayed pending appeal.
- During the past thirteen years, neither the EEOC nor any court or administrative agency has issued a finding against Illumina in a claim involving discrimination. There was one claim of discrimination filed during the reporting period. Illumina denies the allegation. The matters that were pending during the last reporting period have been resolved. We do not tolerate acts of discrimination, and promote an open culture to report concerns (including anonymously). Illumina takes all reports of misconduct seriously and has a strict non-retaliation policy. If a report is substantiated, the company would respond as it deems appropriate or necessary, consistent with the law, and will act swiftly to correct the problem and deter future occurrences. Depending on the circumstances, this may include training and/or disciplinary action up to, and including, termination. Individuals may also be subject to civil or criminal prosecution for violating the law.

ESG Governance Topics	Position	Level from CEO	Level from Board
Corporate Social Responsibility / ESG	SVP, Chief Public Affairs Officer	1	2
Environment, Health & Safety, Supply Chain, Facilities, Operations	SVP, Chief of Global Operations	1	2
People, Employment, Diversity, Equity, and Inclusion	SVP, Chief People Officer	1	2
Compliance, Ethics, Legal	SVP, General Counsel	1	2
Product	SVP, Chief Technology Officer	1	2
Cybersecurity	SVP, Chief Information Officer	1	2
Finance, Investor Relations, Internal Audit	SVP, Chief Financial Officer	1	2

Board of Directors (BoD)	2022
BoD level oversight for CSR and ESG (including themes of sustainability and climate action; diversity, equity, and inclusion; human rights; cybersecurity; data privacy; and ethical and responsible business practices)	Yes
Clawback provision	Yes
Commitment to gender diversity on BoD	Yes
BoD composition by gender (% female)	33%
BoD composition by racial/ethnic minority representation	33%
Number of Directors	9
Number of Independent Directors	8
Average Board Tenure	6.6 years



## Key Performance Indicators

### Operate Responsibly continued

Supply Chain	2019	2020	2021	2022
Quantity of product shipped	3,118,142 units	3,297,561 units	3,862,839 units	3,752,857 units
Spend with direct suppliers	\$440 million	\$396 million	\$585 million	\$694 million
Supplier Code of Conduct in place			Yes	Yes
Geographic location of suppliers	Countries: AE, AM, AR, AT, AU, BE, BS, CA, CH, CL, CN, CO, CZ, DE, DK, EE, ES, FI, FR, GB, GR, HK, ID, IE, IL, IN, IS, IT, JP, KR, LT, LU, MO, MX, MY, NL, NO, NZ, PA, PE, PH, PL, PT, RO, RU, SE, SG, SI, TH, TR, TW, UA, US, UY, VN, ZA	Countries: AE, AM, AR, AU, AU, BE, BR, BY, CA, CH, CL, CN, CR, CZ, DE, DK, EE, ES, FI, FR, GB, GH, HK, ID, IE, IL, IND, IS, IT, JP, KR, LT, LU, MY, MX, NL, NO, NZ, PE, PH, PL, PT, RU, SA, SE, SG, TH, TR, TW, UA, US, UY, ZA	Countries: AE, AM, AR, AT, AU, BE, BG, BR, CA, CH, CN, CO, CZ, DE, DK, ES, FI, FR, GB, GH, HK, ID, IE, IL, IN, IT, JP, KR, LK, LT, LU, LV, MY, NL, NO, NZ, PL, RO, RU, SA, SE, SG, SI, TH, TR, TW, US, ZA	Countries: US, DE, CA, GB, SG, CH, JP, PL, FR, AU, ZA, BE, NZ, IT, CN, NL, DK, NO, MY, IN, ES, IS, SE, IL, PT, AR, HK, AM, KR, UA, IE, BN, ID, BD, EC, AT, FI, TW, MO, LU, VN, TR, LK, AE, MX, CZ, RU, RO, TH, BR, LV, CR, PH, BY, UY, SA, HU, SI, GR, PK, CY, BG, LT, RS, BO, PY, NG, KY, GT, PA, SV, KE, EE, PE, CL, CO
A description of the organization's supply chain	Illumina's global supply chain consists of suppliers, sub-contractors, channel partners, manufacturing sites, distribution centers, and customers			
Types of suppliers	Direct, indirect, strategic, finished medical device, custom spec, off the shelf, and services			
Number of suppliers engaged by organization	3,891	3,704	3,798	3,323
Estimated monetary value of payments made to suppliers	>\$1 billion	\$935 million	>\$1 billion	>\$1 billion
Number of active diverse suppliers (US)	>400	334	517	919
Diverse supplier spend	\$190 million	\$152 million	\$209 million	\$269 million
Percentage of total PO spend with diverse suppliers (US)	19%	16%	17%	18%
Percentage of strategic suppliers that have committed to minimizing their environmental footprint	N/A	75%	84%	89
% of total PO Spend with total diverse suppliers (Global)	N/A	N/A	N/A	13%

## Key Performance Indicators

### Operate Responsibly continued

Political Contributions	2019	2020	2021	2022
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	\$50,000	\$0	\$0	\$0

Trade Association & Memberships	2021	2022
<p>illumina participates in various trade associations and industry memberships for collaboration and exchange of ideas. Some of these organizations may utilize a portion of membership fees for non-deductible state and federal lobbying and political expenditures. As part of our transparency practices, we disclose trade memberships for which we contribute at least \$5,000 annually in fees.</p>		

Trade and Industry Group Memberships Above \$5,000 Threshold Annually			
Global			
World Economic Forum		\$330,000	\$330,000

EMEA Trade Association Memberships			
All.Can (ASBL)		\$35,000	\$32,204
EUCOPE		\$27,892	\$19,322
US Qatar Business Council		\$10,000	\$10,000
US Saudi Arabian Business Council		\$10,000	\$10,000
US UAE Business Council		\$10,000	\$10,000
International Quality Network for Pathology (IQN Path)		\$5,000	\$0

APJ and Greater China Trade Association Memberships			
US India Business Council		\$27,500	\$20,000
Pathology Technology Australia		\$7,309	\$20,868
US Chamber — China		\$25,000	\$25,000
US-China Business Council (USCBC)		\$15,000	\$15,000
US-ASEAN		\$11,686	\$14,500
AmCham China		\$7,413	\$4,026

U.S. Trade Association Memberships		
World 50, Inc.	\$393,766	\$240,850
US Chamber of Commerce	\$150,000	\$160,000
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	\$100,000
Access to Comprehensive Genomic Profiling Coalition	\$80,813	\$75,000
Procurement Leaders	\$57,000	\$58,710
Biocom	\$56,300	\$57,500
American Clinical Laboratory Association (ACLA)	\$50,000	\$50,000
Coalition for 21st Century Medicine	\$50,000	\$50,000
Personalized Medicine Coalition (PMC)	\$32,000	\$32,000
California Chamber of Commerce	\$25,000	\$0
San Diego Economic Development Corp. (SDEDC)	\$25,000	\$25,000
National Association of Manufacturers (NAM)	\$24,500	\$24,500
AdvaMed	\$19,950	\$19,950
American Cancer Society—Cancer Action Network (ACS-CAN)*	\$10,000	\$0
San Diego Regional Chamber of Commerce (SD Chamber)	\$7,650	\$7,650
Industrial Environmental Association (IEA)	\$6,000	\$6,000
Healthcare Business Women's Association (HBA)	\$5,000	\$5,000

For the trade associations with membership fees greater than \$50,000, the portion of such payments that is non-deductible under Section 162(e)(1)(B) of the Internal Revenue Code, such as payments to organizations designated as 501(c)(4) and 501(c)(6) associated with state and federal lobbying efforts annually.

Organization	Total Annual Membership Fee		% Membership Fees Used for State or Federal Lobbying		Dollars Applied to State or Federal Lobbying From Membership Fees	
	2021	2022	2021	2022	2021	2022
US Chamber of Commerce	\$161,625	\$160,000	25%	35%	\$40,406	\$56,000
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	\$100,000	25%	\$0	\$25,000	\$0
American Clinical Laboratory Association (ACLA)	\$50,000	\$50,000	33%	30%	\$16,500	\$29,500
Biocom	\$56,300	\$57,500	10%	10%	\$5,630	\$5,750
Coalition for 21st Century Medicine	\$50,000	\$50,000	45%†	30%	\$22,500†	\$15,000

† Updated data to reflect most current information.

# GRI Index

GRI Description	GRI Section	Illumina Report
<b>GRI 1: Foundation</b>		
Statement of use		Illumina has reported in accordance with the GRI Standards for the period 1st January 2022 to 31st December 2022
GRI 1 reference	GRI 1	GRI 1: Foundation 2021
<b>GRI 2: General Disclosures</b>		
Organizational details	GRI 2-1	Pages: <a href="#">8</a> , <a href="#">9</a> , <a href="#">86</a>
Entities included in the organization, sustainability reporting	GRI 2-2	Page: <a href="#">83</a>
Reporting period, frequency and contact point	GRI 2-3	Page: <a href="#">83</a>
Restatements of information	GRI 2-4	Page: <a href="#">83</a>
External assurance	GRI 2-5	Page: <a href="#">105</a>
Activities, value chain and other business relationships	GRI 2-6	Pages: <a href="#">8-9</a> , <a href="#">12-14</a> , <a href="#">21-21</a> , <a href="#">26-30</a> , <a href="#">48-49</a> , <a href="#">77-80</a> , <a href="#">86</a> , <a href="#">98</a>
Employees	GRI 2-7	Pages: <a href="#">54-65</a> , <a href="#">90-96</a>
Workers who are not employees	GRI 2-8	Page: <a href="#">90</a>
Governance structure and composition	GRI 2-9	Pages: <a href="#">11-16</a> , <a href="#">69</a> , <a href="#">97</a>
Nomination and selection of the highest governance body	GRI 2-10	Pages: <a href="#">15</a> , <a href="#">69</a> , <a href="#">97</a>
Chair of the highest governance body	GRI 2-11	Pages: <a href="#">15</a> , <a href="#">69</a> , <a href="#">97</a>
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	Pages: <a href="#">15</a> , <a href="#">69</a> , <a href="#">97</a>
Delegation of responsibility for managing impacts	GRI 2-13	Page: <a href="#">15</a>
Role of the highest governance body in sustainability reporting	GRI 2-14	Pages: <a href="#">15</a> , <a href="#">69</a> , <a href="#">97</a>
Conflicts of interest	GRI 2-15	Pages: <a href="#">69-73</a>
Communication of critical concerns	GRI 2-16	Page: <a href="#">97</a>
Collective knowledge of the highest governance body	GRI 2-17	Pages: <a href="#">15</a> , <a href="#">69-73</a> , <a href="#">97</a>
Evaluation of the performance of the highest governance body	GRI 2-18	Page: <a href="#">69</a>
Remuneration policies	GRI 2-19	Page: <a href="#">69</a> , <a href="#">Proxy</a>
Process to determine remuneration	GRI 2-20	Page: <a href="#">69</a>
Annual total compensation ratio	GRI 2-21	Page: <a href="#">69</a>
Statement on sustainable development strategy	GRI 2-22	Page: <a href="#">2-3</a> , <a href="#">11-15</a>
Policy commitments	GRI 2-23	Pages: <a href="#">12-16</a> , <a href="#">41</a> , <a href="#">49</a> , <a href="#">59</a> , <a href="#">65</a> , <a href="#">69</a> , <a href="#">70</a> , <a href="#">71</a> , <a href="#">74</a> , <a href="#">75</a> , <a href="#">76-81</a>
Embedding policy commitments	GRI 2-24	Pages: <a href="#">12-16</a> , <a href="#">41</a> , <a href="#">49</a> , <a href="#">59</a> , <a href="#">65</a> , <a href="#">69</a> , <a href="#">70</a> , <a href="#">71</a> , <a href="#">74</a> , <a href="#">75</a> , <a href="#">76-81</a>
Processes to remediate negative impacts	GRI 2-25	Page: <a href="#">68-81</a> , <a href="#">97</a> , <a href="#">103</a>
Mechanisms for seeking advice and raising concerns	GRI 2-26	Page: <a href="#">68-81</a> , <a href="#">103</a>
Compliance with laws and regulations	GRI 2-27	Page: <a href="#">65</a> , <a href="#">69-83</a> , <a href="#">97</a>
Membership associations	GRI 2-28	Page: <a href="#">16</a> , <a href="#">21</a> , <a href="#">28</a> , <a href="#">30</a> , <a href="#">38</a> , <a href="#">41</a> , <a href="#">83</a>
Approach to stakeholder engagement	GRI 2-29	Page: <a href="#">16</a>
Collective bargaining agreements	GRI 2-30	Page: <a href="#">97</a>

GRI Description	GRI Section	Illumina Report
<b>GRI 3: Material Topics</b>		
Process to determine material topics	GRI 3-1	Pages: <a href="#">11-16</a>
List of material topics	GRI 3-2	Pages: <a href="#">13,16</a>
Management of material topics	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">69</a>
<b>GRI 201: Economic Performance</b>		
Management of material topics	GRI 3-3	Pages: <a href="#">11-16</a>
Direct economic value generated and distributed	GRI 201-1	<a href="#">Proxy</a>
Financial implications and other risks and opportunities due to climate change	GRI 201-2	Pages: <a href="#">41-42</a> , <a href="#">48</a> , <a href="#">50-51</a> , <a href="#">104</a>
Defined benefit plan obligations and other retirement plans	GRI 201-3	Pages: <a href="#">64</a> , <a href="#">95</a>
<b>GRI 202: Market Presence 2016</b>		
Management approach: Market Presence	GRI 3-3	Pages: <a href="#">11-16</a>
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202-1	Pages: <a href="#">59</a> , <a href="#">95</a>
Proportion of senior management hired from the local community	GRI 202-2	Page: <a href="#">60</a>
<b>GRI 203: Indirect Economic Impacts</b>		
Management approach: Indirect Economic Impacts	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">18</a> , <a href="#">33</a> , <a href="#">54</a> , <a href="#">68</a>
Infrastructure investments and services supported	GRI 203-1	Pages: <a href="#">18</a> , <a href="#">21-22</a> , <a href="#">24</a> , <a href="#">25</a> , <a href="#">29</a> , <a href="#">34</a> , <a href="#">37-38</a> , <a href="#">51-52</a>
Significant indirect economic impacts	GRI 203-2	Pages: <a href="#">18</a> , <a href="#">21-22</a> , <a href="#">24</a> , <a href="#">25</a> , <a href="#">29</a> , <a href="#">34</a> , <a href="#">37-38</a> , <a href="#">51-52</a>
<b>GRI 204: Procurement Practices</b>		
Management approach: Procurement Practice	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">77-78</a>
Proportion of spending on local suppliers	GRI 204-1	Pages: <a href="#">79</a> , <a href="#">98</a>
<b>GRI 205: Anti-corruption</b>		
Management approach: Anti-corruption	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a>
Operations assessed for risks related to corruption	GRI 205-1	Pages: <a href="#">68-73</a> , <a href="#">77-78</a> , <a href="#">97</a>
Communication and training about anti-corruption policies and procedures	GRI 205-2	Pages: <a href="#">70-71</a> , <a href="#">77</a> , <a href="#">78</a> , <a href="#">97</a>
Confirmed incidents of corruption and actions taken	GRI 205-3	Pages: <a href="#">97</a>
<b>GRI 206: Anti-competitive Behavior</b>		
Management approach: Anti-competitive	GRI 3-3	Pages: <a href="#">11-16</a>
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Pages: <a href="#">97</a>

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<b>GRI 301: Materials</b>		
Management approach: Materials	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">40</a> , <a href="#">46</a>
Reclaimed products and their packaging materials	GRI 301-3	Page: <a href="#">46</a>
<b>GRI 302: Energy</b>		
Management approach: Energy	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">40-42</a> , <a href="#">43</a>
Energy consumption within the organization	GRI 302-1	Pages: <a href="#">40-41</a> , <a href="#">43</a> , <a href="#">48</a> , <a href="#">87</a> , <a href="#">88</a> , <a href="#">104</a>
Energy consumption outside of the organization	GRI 302-2	Pages: <a href="#">40-41</a> , <a href="#">43</a> , <a href="#">48</a> , <a href="#">87</a> , <a href="#">88</a> , <a href="#">104</a>
Energy intensity	GRI 302-3	Pages: <a href="#">43</a> , <a href="#">88</a>
Reduction of energy consumption	GRI 302-4	Pages: <a href="#">40-41</a> , <a href="#">43</a> , <a href="#">47-48</a> , <a href="#">52</a> , <a href="#">87-88</a>
Reductions in energy requirements of products and services	GRI 302-5	Pages: <a href="#">46-47</a> , <a href="#">50-52</a>
<b>GRI 303: Water and Effluents</b>		
Management approach: Water and Effluents	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">40</a> , <a href="#">44</a>
Interactions with water as a shared resource	GRI 303-1	Pages: <a href="#">44</a> , <a href="#">89</a>
Management of water discharge-related impacts	GRI 303-2	Pages: <a href="#">44</a> , <a href="#">89</a>
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Water discharge	GRI 303-4	Pages: <a href="#">44</a> , <a href="#">89</a>
Water consumption	GRI 303-5	Pages: <a href="#">44</a> , <a href="#">89</a>
<b>GRI 304: Biodiversity</b>		
Management approach: Biodiversity	GRI 3-3	Page: <a href="#">11-16</a> , <a href="#">40-42</a>
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Significant impacts of activities, products and services on biodiversity	GRI 304-2	Page: <a href="#">42</a>
Habitats protected or restored	GRI 304-3	Page: <a href="#">42-43</a> , <a href="#">50-52</a>
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<b>GRI 305: Emissions</b>		
Management approach: Emissions	GRI 3-3	Page: <a href="#">11-16</a> , <a href="#">40-42</a>
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GHG emissions intensity	GRI 305-4	Page: <a href="#">43</a> , <a href="#">88</a>
Reduction of GHG emissions	GRI 305-5	Page: <a href="#">40-41</a> , <a href="#">43</a> , <a href="#">47-48</a> , <a href="#">52</a> , <a href="#">87-88</a>
Emissions of ozone-depleting substances (ODS)	GRI 305-6	Page: <a href="#">88</a>
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	Page: <a href="#">88</a>

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<b>GRI 306: Waste</b>		
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Waste generation and significant waste-related impacts	GRI 306-1	Pages: <a href="#">40</a> , <a href="#">45-47</a> , <a href="#">89</a>
Management of significant waste-related impacts	GRI 306-2	Pages: <a href="#">40</a> , <a href="#">45-47</a>
Waste generated	GRI 306-3	Pages: <a href="#">45</a> , <a href="#">89</a>
Waste diverted from disposal	GRI 306-4	Pages: <a href="#">45</a> , <a href="#">89</a>
Waste directed to disposal	GRI 306-5	Pages: <a href="#">45</a> , <a href="#">89</a>
<b>GRI 308: Supplier Environmental Assessment</b>		
Management approach: Supplier Environmental Assessment	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">40</a> , <a href="#">49</a> , <a href="#">68</a>
New suppliers that were screened using environmental criteria	GRI 308-1	Pages: <a href="#">78</a> , <a href="#">86</a>
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	Pages: <a href="#">47-48</a>
<b>GRI 401: Employment</b>		
Management approach: Employment	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">54</a>
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Parental leave	GRI 401-3	Page: <a href="#">95</a>
<b>GRI 403: Occupational Health and Safety</b>		
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Hazard identification, risk assessment, and incident investigation	GRI 403-2	Pages: <a href="#">65</a> , <a href="#">96</a>
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Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	Pages: <a href="#">65-66</a>
Workers covered by an occupational health and safety management system	GRI 403-8	Pages: <a href="#">65</a> , <a href="#">96</a>
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<b>GRI 404: Training and Education</b>		
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Average hours of training per year per employee	GRI 404-1	Pages: <a href="#">6</a> , <a href="#">60</a> , <a href="#">95</a>
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	Pages: <a href="#">58</a> , <a href="#">60-63</a>
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	Pages: <a href="#">61</a> , <a href="#">95</a>
<b>GRI 405: Diversity and Equal Opportunity</b>		
Management approach: Diversity and Equal Opportunity	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">54</a> , <a href="#">57</a>
Diversity of governance bodies and employees	GRI 405-1	Pages: <a href="#">54-56</a> , <a href="#">69</a> , <a href="#">90-94</a> , <a href="#">97</a>
Ratio of basic salary and remuneration of women to men	GRI 405-2	Page: <a href="#">95</a>
<b>GRI 406: Non-discrimination</b>		
Management approach:	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">54</a> , <a href="#">59</a>
Incidents of discrimination and corrective actions taken	GRI 406-2	Page: <a href="#">97</a>
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
Management approach: Freedom of Association and Collective Bargaining	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">54</a>
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	Page: <a href="#">103</a>
<b>GRI 408: Child Labor</b>		
Management approach: Child Labor	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">74</a>
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Page: <a href="#">74</a>
<b>GRI 409: Forced or Compulsory Labor</b>		
Management approach: Forced and Compulsory Labor	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">74</a> , <a href="#">77</a> , <a href="#">78</a> , <a href="#">97</a>
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Pages: <a href="#">74</a> , <a href="#">78</a> , <a href="#">97</a>
<b>GRI 410: Security Practices</b>		
Management approach: Security Practice	GRI 3-3	Pages: <a href="#">11-16</a>
Security personnel trained in human rights policies or procedures	GRI 410-1	Page: <a href="#">97</a>
<b>GRI 413: Local Communities</b>		
Management approach: Local Communities	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">33</a>
Operations with local community engagement, impact assessments, and development programs	GRI 412-1	Pages: <a href="#">33-38</a>

GRI Description	GRI Section	Illumina Report
<b>GRI 414: Supplier Social Assessment</b>		
Management approach: Supplier Social Assessment	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">49</a> , <a href="#">68</a> , <a href="#">77</a>
New suppliers that were screened using social criteria	GRI 414-1	Page: <a href="#">98</a>
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Management approach: Public Policy	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">81</a>
Political contributions	GRI 415-1	Pages: <a href="#">81</a> , <a href="#">99</a>
<b>GRI 417: Marketing and Labeling</b>		
Management approach: Marketing and Labeling	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">73</a>
Requirements for product and service information and labeling	GRI 417-1	Pages: <a href="#">73</a> , <a href="#">103</a>
Incidents of non-compliance concerning product and service information and labeling	GRI 417-2	Page: <a href="#">103</a>
Incidents of non-compliance concerning marketing communications	GRI 417-3	Page: <a href="#">103</a>
<b>GRI 418: Customer Privacy</b>		
Management approach: Customer Privacy	GRI 3-3	Pages: <a href="#">11-16</a> , <a href="#">68</a> , <a href="#">72</a> , <a href="#">75-76</a>
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Page: <a href="#">97</a>

# SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. Illumina is classified officially in the Health Care Sector and Medical Equipment & Supply Industry. We have also chosen to add relevant sections from the industry categories of Biotechnology & Pharmaceuticals as well as Software & IT Services.

Dimension	General Issue Category	Disclosure Topic	Code	Accounting Metric	Response
<b>PRIMARY SICS SECTOR: HEALTHCARE   Primary SICS Industry: Medical Equipment &amp; Supplies</b>					
Social Capital	Access & Affordability	Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index	<a href="#">76</a>
		Affordability and Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	<a href="#">76</a>
	Product Quality & Safety	Product Safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	0
		Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch safety alerts for human medical products database	0
		Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	0
		Product Safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0
	Selling Practices & Product Labeling	Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0
		Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	<a href="#">76, Illumina Code of Conduct</a>
Business Model & Innovation	Product Design & Lifecycle Management	Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<a href="#">43, 49</a>
		Product Design & Lifecycle Management	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	<a href="#">48, 92</a>
	Supply Chain Management	Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	<a href="#">71, 83</a>
		Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	<a href="#">83</a>
		Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	<a href="#">80-81, 83</a>
Leadership & Governance	Business Ethics	Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0
		Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	<a href="#">73-74, Interactions with HCP Policy</a>
Other	Activity Metrics	Activity Metrics	HC-MS-000.A	Number of units sold by product category	<a href="#">101</a>
<b>Supplemental SICS Industry: Biotech &amp; Pharma</b>					
Human Capital	Employee Engagement, Diversity & Inclusion	Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and R&D personnel	<a href="#">63-66</a>
		Employee Recruitment, Development & Retention	HC-BP-330a.2	1) Voluntary and 2) involuntary turnover rate for a) executive/senior managers b) mid-level managers c) professionals d) all others	<a href="#">97</a>
<b>Supplemental SICS Industry: Software &amp; IT Services</b>					
Human Capital	Employee Engagement, Diversity & Inclusion	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for 1) management 2) technical staff 3) all other employees	<a href="#">58-59, 94-95</a>

# Task Force on Climate-related Financial Disclosures (TCFD) Index

TCFD voluntary climate-related disclosure recommendations have been used to guide our reporting. We believe addressing climate change is key to achieving a sustainable, just, and resilient future for all. We are committed to transparency and will continue to share progress in our annual CSR Report and [CDP submissions](#).

TCFD Disclosure Element	Topic	Description	Illumina CSR Report Section/CDP Questionnaire Response
<b>Governance</b> Describe organization's governance around climate-related risks and opportunities.	Board oversight	Describe Board's oversight of climate-related risks and opportunities.	CSR Report <a href="#">15-16, 41, 69, 7</a> <a href="#">CDP C1.1, C1.1a, C1.1b</a>
	Management role	Describe management's role in assessing and managing risks and opportunities.	CSR Report <a href="#">15-16, 41, 71</a> <a href="#">CDP C1.2, C1.2a</a>
<b>Strategy</b> Describe the actual and potential impacts of climate-change risks and opportunities on the organization's business, strategy, and financial planning where such information is material.	Climate risk and opportunities timeline	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CSR Report <a href="#">40-52</a> <a href="#">CDP C2.1a, C2.1b, C2.2, C2.2a, C2.3, C2.3b, C2.4, C2.4b</a>
	Climate risk and opportunities impact	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CSR Report <a href="#">11, 16, 40-52, 71</a> <a href="#">CDP 2.2, C2.2a, C2.3b, C2.4b, C3.1, C3.2, C3.2a, C3.2b, C3.3, C3.4, C3.5</a>
	Targets to manage climate risk and opportunities	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CSR Report <a href="#">40-52, 69, 71, 77-78, 87-89</a> <a href="#">CDP 2.2, C3.1, C3.2, C3.2a, C3.2b, C3.3</a>
<b>Risk Management</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	Process to identify climate risk	Describe the organization's processes for identifying and assessing climate-related risks.	CSR Report <a href="#">12-14, 40-52, 69, 71, 77-78</a> <a href="#">CDP 2.1, C2.1a, C2.1b, C2.2, C2.2a, C3.1, C3.2a, C3.3</a>
	Process to manage climate risk	Describe the organization's processes for managing climate-related risks.	CSR Report <a href="#">12-14, 33-34, 40-52, 69, 71, 77-78</a> <a href="#">CDP 2.1, C2.1a, C2.1b, C2.2, C2.2a, C3.1, C3.2a, C3.3</a>
	Process to integrate climate risk in overall risk management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CSR Report <a href="#">12-16, 33-34, 40-52, 69, 71, 77-78</a> <a href="#">CDP 2.1, C2.1a, C2.1b, C2.2, C2.2a, C3.1, C3.2a, C3.3</a>
<b>Metrics &amp; Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CSR Report <a href="#">40-41, 43-46, 48-49, 68, 78, 79, 87-89</a> <a href="#">CDP 4.1, C4.1a, C4.2, C4.2b, C4.2c, C6.1, C6.2, C6.3, C6.5, C6.5a, C6.10, C7.1a, C7.2, C7.3b, C7.3c, C7.5, C7.6b, C7.6c</a>
	GHG emission data	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CSR Report <a href="#">40-41, 43-46, 48-49, 68, 78, 79, 87-89</a> <a href="#">CDP 4.1, C4.1a, C4.2, C4.2b, C4.2c, C6.1, C6.2, C6.3, C6.5, C6.5a, C6.10, C7.1a, C7.2, C7.3b, C7.3c, C7.5, C7.6b, C7.6c</a>
	Targets to manage climate risk and performance to targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CSR Report <a href="#">40-41, 43-46, 48-49, 68, 78, 79, 87-89</a> <a href="#">CDP 4.1, C4.1a, C4.2, C4.2b, C4.2c, C6.1, C6.2, C6.3, C6.5, C6.5a, C6.10, C7.1a, C7.2, C7.3b, C7.3c, C7.5, C7.6b, C7.6c</a>

# Independent Limited Assurance Report to Illumina, Inc.



## Background and Introduction

ISOS Group, Inc. ("ISOS" or "we") were engaged by Illumina, Inc. ("Illumina" or "Company") to undertake a limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 covering select information reported within Illumina's 2022 Corporate Social Responsibility Report ("2022 CSR Report") for the period beginning January 1, 2021, and ending December 31, 2021 ("FY21").

We have performed our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000), Assurance other than Audits or Reviews of Historical Financial Information, as well as the International Standard on Assurance Engagements 3410 (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. The engagement covered all entities and all facilities under the operational control of Illumina.

Our review was limited to the data reported in the following Key Performance Indicator Summary sections (pages 88–95) and marked with the symbol \* ("Reported Information"), comprising of:

### Integrating Environmental Sustainability:

- Energy Consumption
- Energy Consumption by Activity and Region
- Renewable Electricity Consumption
- Emissions
- Regional Emissions
- Greenhouse Gas Breakdown
- Country-Specific Scope 1
- Country-Specific Scope 2 Market-Based
- Facility-Specific Emissions
- Emission Intensity Ratios
- Scope 3 Emissions
- Scope 3 Emissions: % of Total Scope 3 Emissions
- Water

### Nurturing Our People:

- Workforce Data
- Gender Data
- Percentage Female and Male of Each EEOC Category (US)
- EEOC Minority Summary (US)
- EEOC Minority by Category (US)
- EEOC Data by Level (US)
- New Hire Data
- Percentage New Hire per EEOC (US)
- Promotion Data
- Promotion Rate by EEOC (US)
- Veteran Data (US)
- Employee Turnover Data

## Reporting Criteria

The reporting criteria are the standards identified in the 2022 CSR Report – Reporting Overview ("Reporting Criteria").

## Inherent Uncertainty

The nature of non-financial information and the methods used to determine non-financial information, allow for different, but acceptable measurement techniques, which can result in materially different measurements and can impact accuracy and comparability. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

The Reported Information has been measured applying the Reporting Criteria, which has been adopted solely for the purpose of providing this non-financial information. As such the Reported Information may not be suitable for another purpose. Where significant assumptions or deductions are utilized, they are disclosed. Where direct data was unavailable, the company used industry standards as estimates. The assurance provided therefore does not guarantee or provide certainty over the completeness of reported data.

## Illumina's Responsibilities

The Company's management are responsible for:

- The accuracy and completeness of the information contained in the Reported Information.
- The design, implementation, and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error.
- Ensuring the Reported Information is fairly stated in accordance with the applicable criteria ("Reporting Criteria") and for the content and statements contained therein.

## Our Responsibilities

Our responsibility is to express a limited assurance conclusion in accordance with ISAE 3000 and ISAE 3410 whether the Reported Information has been properly prepared in accordance with the Reporting Criteria and to provide this in a report to Illumina.

## Work Performed

- The procedures we performed were based on our professional judgment. Our work included, but was not limited to:
- Assessing the appropriateness of the Reporting Criteria for the Reported Information
- Carrying out interviews with key personnel to understand the systems and controls in place during the reporting period
- Assessing the systems, processes, and controls to collate, aggregate, validate, and report the data
- Reviewing a selection of factors and formulae used and calculations performed over the Reported Information
- Considering the appropriateness of the Reported Information provided by Illumina and any third-party data management system service providers
- Testing a sample of records against underlying records, which were either individually material or where there was potential for errors to accumulate to material amounts included:
  - Testing of energy consumption, scope 1 and 2 emissions, and water consumption at company facilities across 12 countries in scope of the reporting
  - Testing of scope 3 emissions across the 11 calculated scope 3 emissions categories
  - Testing of human capital data aggregated across three regions and 28 countries where company operates, including against EEO-1 reporting for US operations
- Reperforming a selection of calculations of the Reported Information

The relative effectiveness and significance of specific control procedures at Illumina and their effect on assessment of control risk at a facility level are dependent on their interaction with the controls and other factors present at individual facilities. We have not performed any procedures to evaluate the effectiveness of controls at individual facilities. We have not conducted any work outside the agreed scope and therefore restrict our conclusion to the above-mentioned subject matter.

## Restriction of Use

This assurance report is made solely to Illumina in accordance with the terms of our engagement, which include agreed arrangements for disclosure. Our work has been undertaken so that we might state to Illumina those matters we have been engaged to state in this limited assurance report and for no other purpose. Our limited assurance report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Illumina for any purpose or in any context. Any party other than Illumina who obtains access to our limited assurance report or a copy thereof and chooses to rely on our limited assurance report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Illumina for our work, for this independent limited assurance report, or for the conclusions we have reached.

## Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Reported Information, noted in the Key Performance Indicator Summary (pages 88–95) for FY21 ended on December 31, 2021, has not been prepared, in all material respects, in accordance with Illumina's Reporting Criteria.

Brian Noveck

CSAP Practitioner for, and on behalf of, ISOS Group, Inc.

31 March 2022

[Learn More: CY'22 Assurance Letter](#)






Photo Credit: Juraj Krivda  
Illumina Employee | Distribution Planner  
Singapore | Woodlands Facility

## Disclosures

This release may contain forward-looking statements that involve risks and uncertainties. Among the important factors to which our business is subject that could cause actual results to differ materially from those in any forward-looking statements are: (i) changes in the rate of growth in the markets we serve; (ii) the volume, timing and mix of customer orders among our products and services; (iii) our ability to adjust our operating expenses to align with our revenue expectations; (iv) our ability to manufacture robust instrumentation and consumables; (v) the success of products and services competitive with our own; (vi) challenges inherent in developing, manufacturing, and launching new products and services, including expanding or modifying manufacturing operations and reliance on third-party suppliers for critical components; (vii) the impact of recently launched or pre-announced products and services on existing products and services; (viii) our ability to further develop and commercialize our instruments, consumables, and products, including Galleri®, the cancer screening test developed by GRAIL, to deploy new products, services, and applications, and to expand the markets for our technology platforms; (ix) the risks and costs associated with the integration of GRAIL's business if we are ultimately able to integrate GRAIL, and our ability to successfully realize the related anticipated synergies; (x) the risk of incurring fines associated with the consummation of our acquisition of GRAIL and the possibility that we may be required to divest all or a portion of the assets or equity interests of GRAIL on terms that could be materially worse than the terms on which we acquired GRAIL; (xi) the risk that disruptions from the consummation of our recent acquisition of GRAIL or any associated legal or regulatory proceedings or obligations will harm our business, including current plans and operations; (xii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xiii) our ability to obtain regulatory clearance for our products from government agencies; (xiv) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xv) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments and (xvi) legislative, regulatory and economic developments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates on the progress of the current quarter.

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